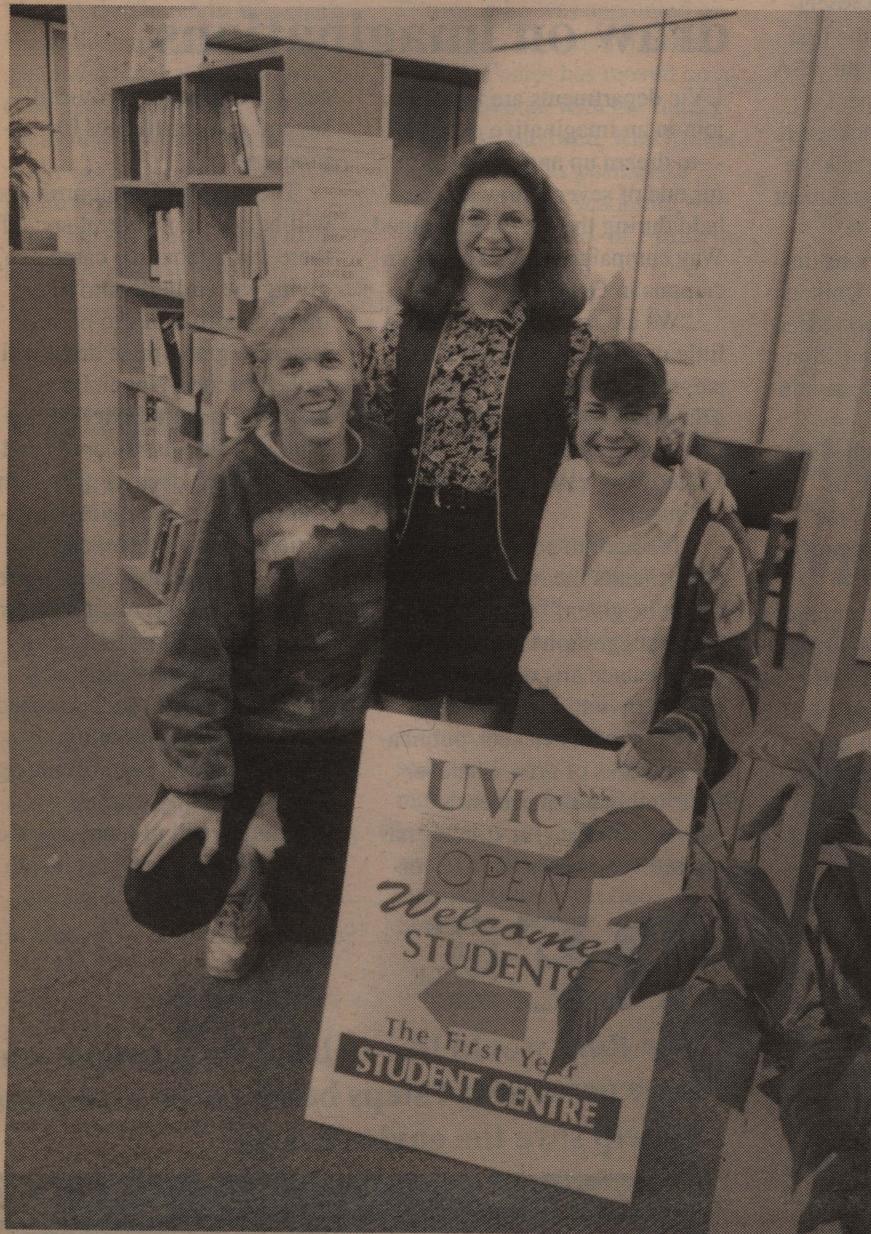


# THE RING

UVIC 

Volume 18, Number 15, September 4, 1992

UNIVERSITY OF VICTORIA



A friendly welcome and an answer to every question awaits first-year students at the First Year Student Resource Centre, on the second floor of University Centre. Simon Hansed (left) and Jan Price (right), flanking Counselling Services Peer Helpers Program Co-ordinator Janet Sheppard, are two of the student volunteers who are staffing the centre. See story, page 2.

## Reception for Olympic athletes at UVic

The Greater Victoria athletes who competed in this year's Winter and Summer Olympics will be honoured at a special ceremony at the University Centre Auditorium, Sept. 16 at 7:30 p.m. The event is jointly sponsored by the City of Victoria and UVic.

"I'm very proud of all our Olympic athletes," says UVic President David Strong, "and I'm especially pleased to see so many UVic students and alumni among their ranks."

"What these young people have accomplished has been done with tremendous commitment, hard work and sacrifice and with the support of friends and families," adds Acting Victoria Mayor Laura Acton. "We received so many calls from citizens wanting to recognize the athletes, their coaches and their support teams and we decided to hold the event in September when more athletes would be home. We're delighted to be able work with the University of Victoria in holding this event."

Members of the public and the campus community are invited to attend a brief ceremony at University Centre involving the athletes and civic, provincial and federal officials. Members of Canada's Olympic teams will be presented special medals of achievement from the regional municipalities and certificates of recognition from UVic. Following the ceremony, the public is invited to mingle with the athletes at a reception in the Centre's foyer.

## Graduate Student Orientation Day

Sept. 8th, 1992 at the George and Ida Halpern Centre for Graduate Students

**10:00 am**  
Ice-Breaking/Fun Activities  
- free coffee, muffins, juice, donuts

**10:45 am**  
University Information  
- Graduate Admissions and Records  
- Financial Aid Services  
- Counselling Services, Sexual Harassment Office  
- Library, Bookstore

**11:45 am**  
Walking Tours of the Campus

**12:30 pm**  
Lunch (Free Burgers)

**1:30 pm**  
More University and Community Info  
- Parking, Athletics and Recreation  
- International Student's groups  
- Health Services, Day Care  
- Student Housing and Local Accommodation  
- Victoria and area nightlife and tourism  
- G.S.S. Activities, Video

**3:00 pm**  
Graduate Student Olympics and Fun Sports  
- Departmental teams compete for fun and prizes  
- Feature the University Administration Dunk Tank

**5:00 pm**  
Presidents Barbeque (at the University Centre)  
  
**7:00 pm**  
The Amazing Grad Party

- entertainment, contests, games, prizes, give-aways  
- free appetizers

**9:00 pm**  
Jho Neck Bone

*Graduate students can enjoy the nightly festivities free of charge.*

*Undergrads, too, are encouraged to attend for a nominal charge of \$3.*

## Inside

A new centre to guide new students through the first year maze is operating out of Counselling Services.  
Page 2.

Campus map shows new and projected buildings at UVic for the next five years.  
Pages 4 and 5.

The report of the University of Victoria Task Force on Teaching is presented in this edition.  
Pages 6 and 7.

## University announces "hold-the-line" on staff salary package

By KEN FARIS

UVic President Dr. David Strong has announced a general adjustment package for the University's administrative and academic professional (A & AP) staff that will see \$575 added to all full-time salaries in 1992-93. The adjustment is equivalent to a 1.27-per-cent increase on the average A & AP salary—well below this year's local inflation rate of 2.3 per cent.

The adjustment package, which was approved by UVic's Board of Governors in August, is retroactive to July 1, 1992. The package maintains progression adjustments but reduces the performance increments from three per cent to 1.5 per cent of the Job Rate. Exceptional performance increments have also been suspended for 1992-93 under the announcement. In addition, special recognition awards, typically awarded to about a dozen UVic employees each year since the program was introduced in 1988, are limited.

Last year's general across-the-board adjustment was 4.82 per cent. Total increments, established under the University's Salary Policy, have been

limited in 1992-93 to a total cost of 1.73 per cent of salaries; in 1991-92 total increments were approximately three per cent of salaries.

Phil Reusing, Assistant Director of Human Resources, explains that, faced with limited funding available for salary increases this year, the University opted to reduce funding of performance and exceptional performance (merit) increases to allow for a larger across-the-board salary increase.

"The Professional Staff Association asked for as large a general increase as possible," says Reusing. "We took this into account when deciding how to distribute the limited funds available this year."

A letter last month from Dr. Strong to regular administrative and academic professional staff acknowledges the request by the PSA to ensure a general, across-the-board salary increase.

"This year the University and the Professional Staff Association did not reach full agreement as to the distribution of the limited funds available for salary increases," says the letter, adding that the decision was

made to reduce the performance increments and drop the exceptional performance increments for 1992-93.

Kim McGowan, President of the Professional Staff Association, says that this was the first year the University and the PSA did not reach an agreement.

"The University's package is not really a negotiated package because there was no agreement reached," says McGowan. "Although our negotiations did result in changes to the University's position, we have no power to challenge their final position as we are not a certified bargaining unit."

McGowan says that the PSA was "more aggressive in its approach" to negotiating the distribution of salary funding than in previous years.

"The package is somewhere between what the University wanted and what we wanted," he says. "Obviously, nobody is going to be thrilled with an increase package such as this one, but most disappointing to us is that the University would not give us time to take the package back to our members for ratification."



United Way

## Departments invited to draw on imaginations

UVic departments are invited to join in an imaginative exercise—to dream up and offer a gift for one of several draws to be held during the six-week United Way campaign which begins on campus in October.

"We are trying to stimulate a little more interest in the campaign," says Donald Hamilton, Education Librarian, who has taken on the new position of United Way campaign events coordinator.

"It's hard to convey to departments the range of what might be given," says Hamilton. Some suggestions are: tickets to performance arts or sports events, invitations to lunch or dinner, voucher tickets, publications, works of art—whatever falls within a department's purview. To date the Library has offered vend cards and Univer-

sity Extension has provided several gift certificates for programs.

The names of all contributors will be put into a barrel and left there throughout the campaign, giving the earlier contributors more opportunities to be selected. A grand prize draw will be held in mid-November featuring extraordinary prizes such as a fine hand-carved and painted duck decoy by Dr. Don Knowles (Psychological Foundations) or an elegant and aristocratic family motto, made to order, created in Latin by Dr. Peter Smith (Classics).

All contributions are welcome. Hamilton can be reached at local 7899, Curriculum Laboratory, Maclaurin Building. The United Way campus committee will produce a leaflet listing all the prizes this month.

## RE DUCE USE CYCLE POR

*The Ring would like to hear from people who have news about steps being taken on campus to help save the environment.*



*Food Services worker Margaret Rothe reminds students that they can help save the environment and save money at the same time by buying and using UVic's Enviro-Mugs. The mugs are sold at cost at the University Centre and Commons Block cafeterias. Mug buyers get their first drink free and a five cent reduction on each refill of regular tea, coffee or hot chocolate thereafter.*

## New students to get red carpet treatment

*First Year Student Resource Centre to be a safety net for newcomers*

By PATTY PITTS

A survey conducted last fall of first-year students indicated that UVic is perceived as a friendly, personable university of a size that newcomers can navigate without too much difficulty. Yet the perception does not always match the reality.

"The students are often lost when they get here," says Joel Newman, a counselling psychologist with Counselling Services, who has advised more than his share of confused and overwhelmed first-year students. "How do we create that network of support to keep them here?"

Approximately one third of all first-year students drop out of

university before completing their initial year of studies.

Newman and Counselling Services Peer Helpers Program Co-ordinator Janet Sheppard hope that the new First Year Student Resource Centre will act as a safety net for dazed newcomers during those pivotal first weeks on campus. Open weekday mornings since early August, and staffed by student volunteers, the Centre in Counselling Services promises to find answers to all inquiries.

"There are no dumb questions," emphasizes Sheppard. "We want everyone to have a chance to stay at UVic and be made to feel welcome."

What are some of the questions first-year students ask?

"What course should I take? What's a credit? Where can I get my hair cut? Where's the library?" says Newman running down a list of sample inquiries he's heard before. "When you've been around here awhile you absorb the lingo of the campus and know where everything is and you assume that everyone else knows as well, but that's not the case. There's very little signage on campus. It's a bit like a speakeasy operation."

If the Centre's volunteers don't know the answers to the students' questions, they'll find the answer before the student leaves. If a student has to go elsewhere on campus to seek an answer, a Centre volunteer will ensure that the person the student is seeking will be waiting for their visit. If time permits, volunteers will personally take students to their destinations.

"What students find most difficult is finding out where to go and who to ask," says Sheppard. "They also feel that they should already know the answers."

"This resource centre is not intended to replace any existing centres," explains Newman. "It supplements existing centres. We would like every first-year student to know that this centre exists and not have anybody leave UVic thinking that they weren't able to find someone to listen to them."

The Centre is currently open mornings from Monday to Friday and student demand will determine how long into the term it remains open and if its daily operational hours will be expanded.

### Quote

*"Education makes a people easy to lead, but difficult to drive; easy to govern, but impossible to enslave."*

— Lord Brougham (1778-1868) Attr.

## Lunch-time lectures at the Bookstore

The UVic Bookstore plans to raise its on-campus profile with a series of noon hour lectures, a Christmas catalogue of gift book suggestions and more appearances at UVic-sponsored lectures and conferences that offer opportunities to sell related books.

Bookstore trade book buyer

Sarah Harvey wants members of the campus community to notify her of UVic events that might be appropriate venues for book sales and has already received suggestions of subject material for the proposed lecture series.

"This year, for the first time in six years, the Bookstore has chosen not to participate in

Victoria's Authors Breakfast series," explains Harvey.

"Instead, we've decided to serve the university community more directly."

Anyone with suggestions for the Bookstore's new program is asked to call Harvey at 721-8314.

*The Ring is published every second Friday during Winter Session at the University of Victoria. The Publisher is Public Relations and Information Services, P.O. Box 3060, Victoria, B.C. V8W 3R4.*

International Standard Serial Number  
(ISSN): 0318-8419  
FAX  
(604) 721-8955  
Electronic Mail  
Samuel @ UVVM.UVIC.CA

Managing Editor: Evelyn Samuel, 721-7638  
Editor: Donna Danylchuk 721-7641, 721-6247  
Contributors: Catherine Clark, Ken Faris, Robie Liscomb, Patty Pitts, Calendar: Michelle Docherty 721-6248, 721-7645  
Printer: Island Publishers Limited

The managing editor reserves the right to select and edit all submissions. Material contained in *The Ring* may be reprinted or broadcast freely without permission. Credit is not necessary but would be appreciated.

## New faces at Chaplains Services

Visitors to Chaplains Services will notice some new faces among the inter-faith team. Rev. David Widdicombe, its Anglican Church representative, has left to take an appointment with St. Margaret's Church in Winnipeg. His replacement has yet to be appointed. Associate Lutheran Chaplain Jeff Muchow has left Victoria to return to seminary studies in Edmonton. His vacant position will be filled by Rev. Mark Beiderwieden, who is the pastor at Victoria's Hope

Lutheran Church. Henri Lock has been appointed United Church Chaplain. He replaces Clare Holmes, who left Victoria last June to take a pastoral charge in Nanaimo, and Cathy Coates, who was appointed on an interim basis until Lock's arrival. Coates has moved on to Prince George with her family where her husband, Ken Coates, has taken up his position of Vice-President, Academic with the new University of Northern British Columbia.

## Campus Job Clubs start up

*Grads invited to hone job-finding skills*

BY PATTY PITTS

The reality of finding a career-related job will be made a little easier for UVic grads this fall when the University hosts a series of Job Finding Clubs. Six three-week clubs will be held between October and April, 1993. Participants are expected to attend the clubs from 9 a.m. to 3 p.m. Monday through Friday, and each session will admit a maximum of 15 participants.

"After the three-week program, the graduates will be equipped with job search skills that they'll be able to use for the rest of their lives," says Student Employment Centre Manager Jennifer Lowen. "Participants will no longer be dependent on career ads or bulletin boards. They'll learn about networking skills and how to initiate contact with people who may not need someone now but will later on."

Job Finding Clubs on university campuses are not new, but UVic has never offered them before. Lowen says she already has a list of names of recent

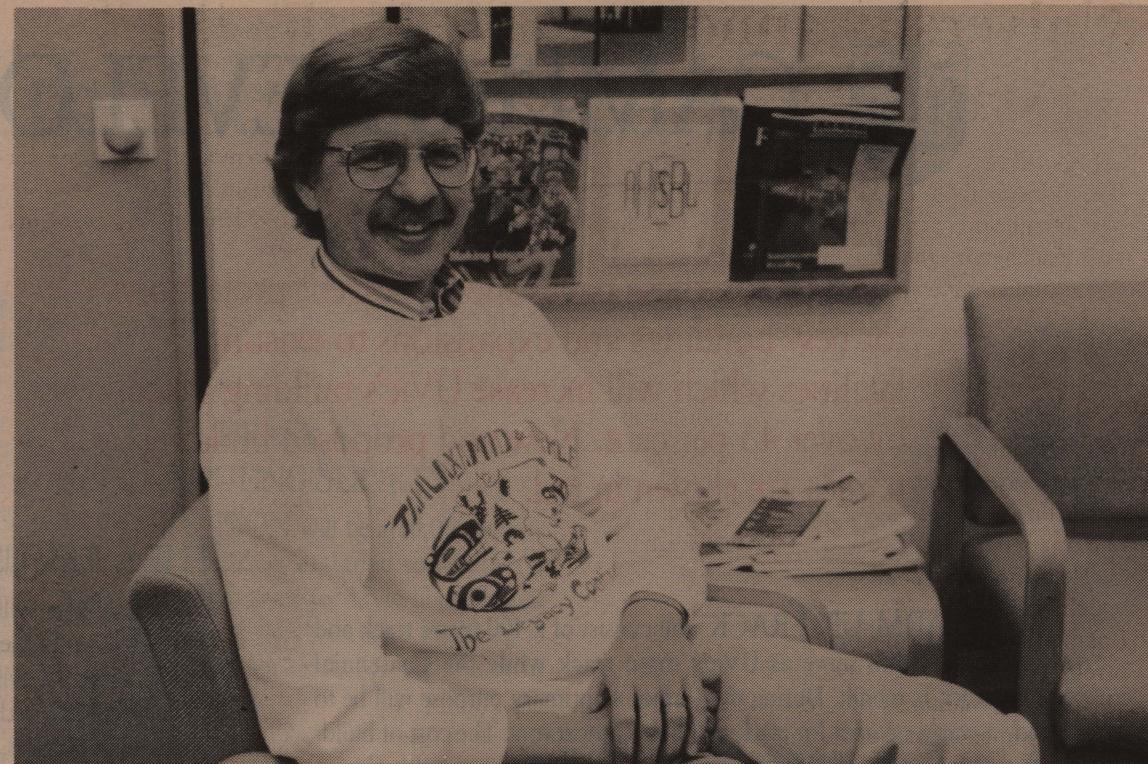
grads who want to be sent information about the sessions. The clubs will be funded by the Saanich Canada Employment Centre.

"Participants will not only acquire new ideas about job searches," adds Lowen. "but much of the cost associated with job searches—like the use of a personal computer, postage, stationary, a fax service—is covered by the Job Club."

Job clubs will offer participants the opportunity to role play in an interview situation (and have the exercise videotaped for later analysis) and then go out on real interviews with potential employers.

"Then they'll come back to the club for support and feedback," says Lowen. "The support of people in a similar situation is very important when you're looking for work."

For further information about the Alumni Job Finding Club, contact Jennifer Lowen at 721-8421.



New United Church Chaplain Henri Lock settles into his campus office.

## Ministry on the margins attracts new chaplain to UVic

BY PATTY PITTS

Henri Lock, the new United Church minister at UVic's Chaplains Services, sees similarities between his latest position and his previous appointments with Vancouver's Downtown East Side and the native village of Kispiox in northwest B.C.

"I'm used to doing ministry on the margins," says Lock of his career, "and that is true for the chaplaincy that I'll be doing at UVic. Here, hearts and minds are being shaped for the future, and they shouldn't be shaped just intellectually, socially and emotionally, but spiritually as well."

Although he has completed the training required for ordination, Lock prefers to work without the title of 'Reverend,' saying it assists him in reaching the members of his "marginal ministries."

"Ordination is seen by some as a symbol of a more traditional minister—one associated with a parish," explains Lock. "I believe very strongly in the ministry of lay people and that every person has the capacity to work from their inner spiritual centre. My particular status is becoming less and less marginal, though. As a lay person, I can perform baptisms, but I have to be approved each year by the church."

Although without a title in front of his name, Lock has no shortage of degrees after it. Born in Holland, he graduated from the University of Alberta with a degree in English and philosophy. He received his Master of Divinity through the Vancouver School of Theology and recently completed his Master of Behavioural Science through the Leadership Institute of Seattle which is affiliated with City University. In each year of the three-year program, participants complete an intense month of residential study before leaving the Institute to apply what they'd learned.

The price of a carpool permit is the same as a single permit. It may be used by any car registered in the pool, one at a time. If members of a carpool have already purchased their own parking permits, reimbursement arrangements can be made. Further information is available by calling Traffic and Security at local 7600.

Lock met his wife, Leslie Black, at the Vancouver School

of Theology. Later he volunteered with First United Church in downtown Vancouver where Black was working as a community minister. One day, Lock and Black received an invitation from some native people attending a conference in the city to join them for breakfast.

"I thought it was a conversation," remembers Lock, "but it was an interview. Elders would drop by the table, ask questions and then leave. There was a constant movement of people."

The natives later asked Lock and Black to be ministers at Kispiox. They had been searching for a new minister for one and a half years.

"My wife and I felt we needed something different after running ourselves dry in Vancouver and we anticipated a quieter lifestyle up there," Lock says smiling. "It was just the opposite. It was a very intense, beautiful time. We felt such a mix of feelings and emotions. All the issues happening in macrocosm throughout B.C. were happening in a microcosm way in Kispiox. Land owner-

ship, resource issues and social problems all came intensely to a head there."

Through it all, Lock and Black, who gave birth to their first child in Kispiox, maintained good relations with their all-native community.

"We weren't sent there, we were invited. That's the difference," says Lock simply. "We learned how to work cross-culturally." His experiences in Kispiox formed the basis of his master's thesis.

Lock and Black made a commitment to stay five years in Kispiox.

"Then we opened ourselves to the possibility of staying or going," he says. "If we were meant to leave, the doors would open. If our ministry was not complete, we would stay. We let the spirit of the Lord guide us."

Within a week, Lock heard of two positions—one was at UVic.

While he is settling into his new office, Black has taken a sabbatical from church work to raise their son Jacob, whose last name, Black-Lock, reflects both parental lines.

## High-volume phones to aid hearing-impaired

There are now nine pay phones on campus equipped with amplifier capability for hard-of-hearing users. They are in the following locations: Bookstore Lobby, 472-9001; Clearihue Building, 472-9006; University Centre (four locations on the main floor), 472-9017, 472-

9102, 472-9067 and 472-9022; Library (downstairs), 472-9031; MacLaurin (lower level), 472-9036; Student Union Building (lobby), 472-9110. All phones installed on campus in the future will be equipped with amplifier capability.

## Invitation to softball

Registration is now open for the second Annual President's Cup Co-ed Softball Tournament, to be played at UVic and at the Frank Hobbs Elementary School fields on Sept. 12, from 9 a.m. to 4:30 p.m.

Hosted by UVic Orientation and the Graduate Student Society, the tournament is open to all students, faculty and staff. It is hoped that some teams will

enter—a minimum of 10 players are required for each team (five female and five male).

Following the tournament there will be a free barbecue at the Cadboro Commons for all participants.

To sign up or for more information, please call 721-8902. The registration deadline is Sept. 8.

## Carpooling program to help clear the air

Want to help reduce air pollution, save on transportation costs and maybe even relieve some of the pressure on campus parking lots? Whether you are a student or a member of the faculty or staff, UVic's new carpooling program is the way to go.

A new computerized system has been installed at Traffic and Security to help prospective carpoolers team up with each other. Use of the Easy Rider software program is available on a drop-in basis at the Traffic and Security Office in J Hut, and staff and faculty may register by mail using forms available from Traffic and Security. The computer running the program will also be available at the SUB on Sept. 11, the McPherson Library on Sept. 14, and University Centre foyer on Sept. 16.

The system lets users customize their search for carpool partners according to gender, class schedules, whether or not they smoke, and other characteristics. The user comes away with

a list of names and phone numbers of potential carpool partners in his or her postal code area. Then it's up to him or her to contact the others and arrange the pool. Each carpool will have three or more people, each of whom would otherwise ordinarily drive to campus.

Once a pool is formed, Traffic and Security will provide the necessary parking permit and assign a specific parking stall to the group. "Carpooling only" parking areas will be located in various lots around campus.

The price of a carpool permit is the same as a single permit. It may be used by any car registered in the pool, one at a time. If members of a carpool have already purchased their own parking permits, reimbursement arrangements can be made. Further information is available by calling Traffic and Security at local 7600.

Lock met his wife, Leslie Black, at the Vancouver School



# CAMPUS DEVELOPMENT: New building

The map on these pages shows current projections for new buildings and expansions to existing facilities which will increase UVic's building space by over 45 per cent. New and proposed building names are shown in red.

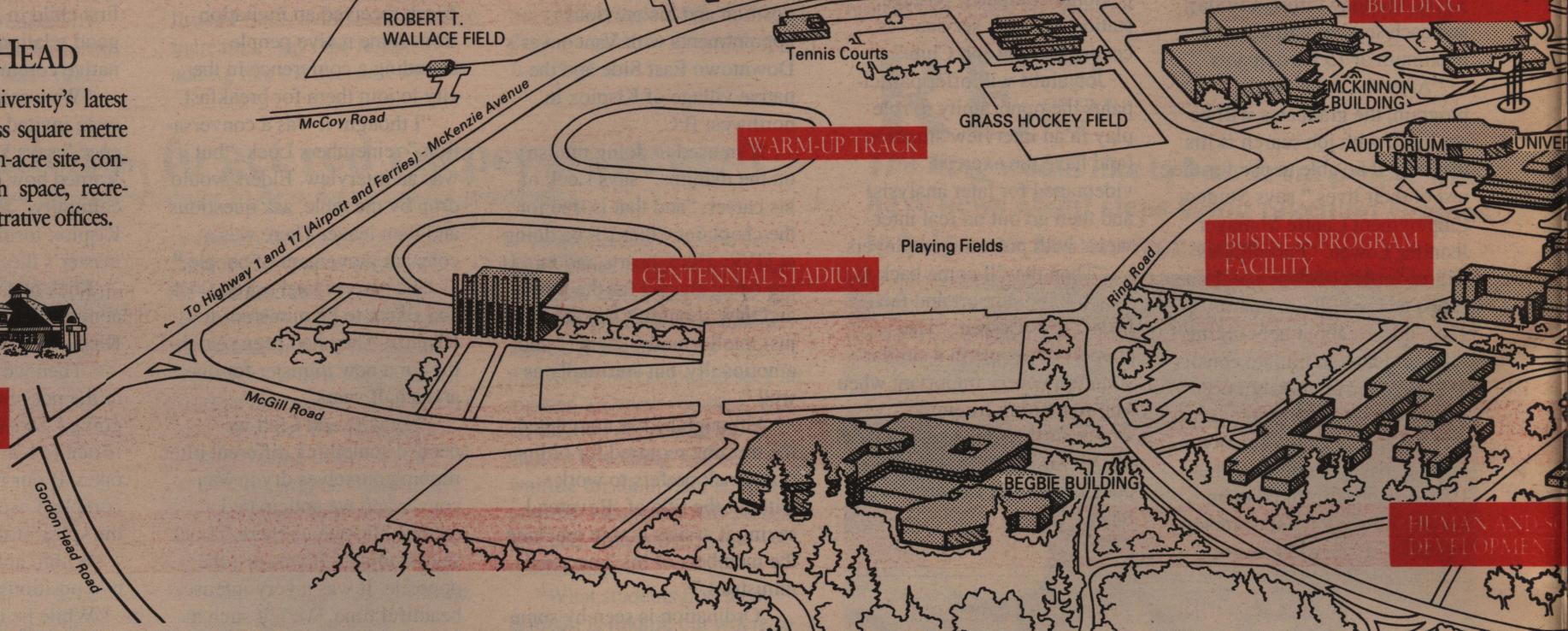
The new **WARM-UP TRACK** will consist of a 400-metre track and sprint lanes. It will serve as UVic's main track while the Centennial Stadium track is rebuilt. During the Games its primary purpose will be to provide a warm-up area for track and field competitors. The cost of building this new track is included in the \$12-million Commonwealth Games stadium budget. In order to accommodate the new warm-up track, one of the present grass hockey fields will be lost. To compensate for the loss, the Victoria Commonwealth Games Society will install an artificial surface playing field in the location of the grass hockey field adjacent to the McKinnon Building. The general purpose playing field between Centennial Stadium and the warm-up track will not be available from the time construction starts on the warm-up track until the Games are over. Work on the warm-up track began this summer and the entire stadium project must be completed by the spring of 1994.

## UVIC GORDON HEAD

**COMPLEX** is the University's latest acquisition. The 13,700 gross square metre complex, situated on a seven-acre site, consists of classrooms, research space, recreational facilities, and administrative offices.



UVIC GORDON HEAD COMPLEX



**CENTENNIAL STADIUM** will be altered in preparation for the 1994 Commonwealth Games. Permanent and temporary seats will be added to accommodate 32,500 spectators around the entire track for each event. An improved track will be installed to upgrade it to international standards. A sand-based, all-weather playing surface will be built in the track's infield. The finish line will be relocated to the east side of the track. A 3,500-square-foot building will be erected adjacent to the existing stands in the main stadium. This building will house multi-purpose rooms, washrooms and equipment storage rooms. Funding for this \$12-million Commonwealth Games project will be provided by the provincial and federal governments.

**THE BUSINESS PROGRAM FACILITY**, 9,662 square metres, is scheduled for completion in summer 1995. It will provide faculty offices and dedicated teaching and research space for the School of Business and the Department of Economics and, in addition, other University office space.



## THE CAMPUS SERVICES BUILDING

**BUILDING** will be a 3,250-square-metre addition to the existing Campus Services Building. It will consolidate various student services, including the Bookstore, Counselling Services, the Student Employment Centre, Student Financial Aid Services, Health Services, Student and Ancillary Services administrative offices, and Traffic and Security into a single location. The projected occupancy date is fall of 1995.

## STUDENT UNION

**BUILDING EXPANSION** will add about 3,300 gross square metres to the current building, almost doubling its size. The expansion will include meeting rooms, a study lounge, licensed space, student group office space, storage space, food outlets and retail space. Total cost for the project is expected to be \$9.6 million, to be met by a capital campaign donation from the University of Victoria Students' Society, student activity fees and a grant to the University from the provincial matching funds program.

The Gordon Head Road access was rerouted in the spring of 1992 to accommodate the site of the new Visual Arts Building.

Parking Lot #10 will have about 305 standard parking spots. The parking lot has been designed to have a minimal impact on the surrounding treed areas. It is due to be completed in summer 1992.

## THE VISUAL ARTS BUILDING

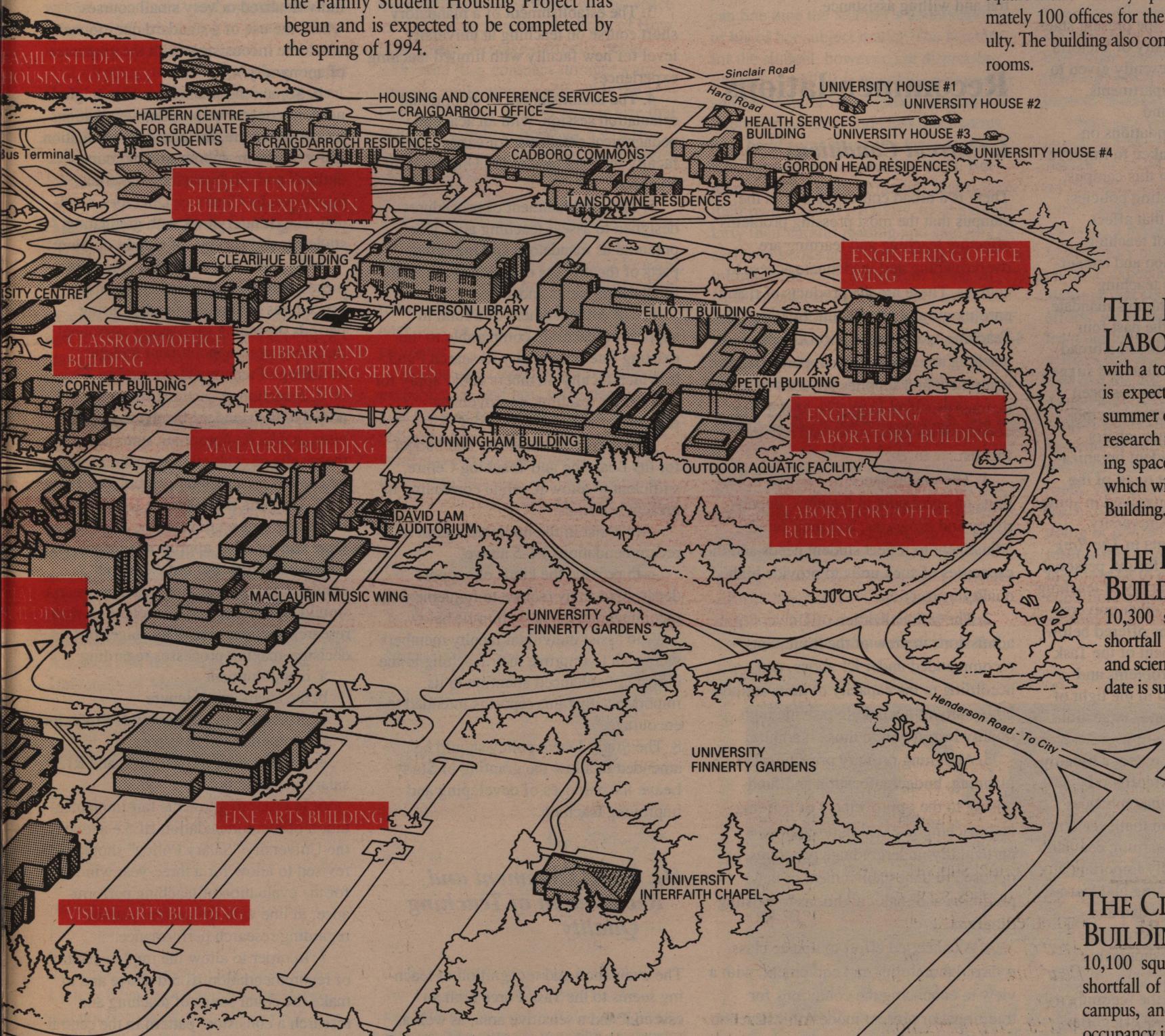
**BUILDING** will provide an exhibition area as well as teaching space for lithography, sculpture, painting, drawing, photography. The new facility will house metalworking and woodwork shops. The 3,774-square-metre, two-storey building is expected to be ready for occupancy in summer 1993. Other building space includes faculty offices, three classrooms, a lounge, and a reading room. Total cost for the project has been budgeted at \$6.65 million.

# Buildings and expansions for the next five years

## THE FAMILY STUDENT HOUSING COMPLEX

**DAY CARE CENTRE**, completed in April, 1993, will consist of five complexes. Complex A, with a total of 10 square metres, will provide all-facilities for 16 toddlers and 50 five-year-olds. The 285 square metre complex B is designed for after-care of up to 50 six- to 12-year-old. Four playgrounds, a parking lot and off-parking will be located outside. Buildings are one storey. Funded from the UVic Students' Society, government matching grants, and to the University from the GO B.C. program. Construction is in the fall of 1992.

**HOUSING COMPLEX** will consist of five villages totalling 181 units that will provide housing for about 490-676 people. One village will comprise two 30-unit, three-storey apartment buildings. These one- and two-bedroom units will be ready for occupancy in the fall of 1993. The other four villages will be one- and two-storey townhouses, a number of which will be disabled accessible. All residences will be completed by the beginning of the 1994 Commonwealth Games. Total cost for the project is expected to be \$16.3 million; funding will be provided by the Victoria Commonwealth Games Society (\$4 million), UVic, and the B.C. Housing Management Commission. Construction of the Family Student Housing Project has begun and is expected to be completed by the spring of 1994.



**THE FINE ARTS BUILDING**, made ready for occupancy in December, 1991, houses the Dean's office and offices for the Departments of Creative Writing and History in Art. The building is two storeys with a clerestory, has a total area of 2,312 square metres, and cost \$2,895,394 to construct. It features a 50-seat classroom, two 20-seat classrooms, a specially equipped classroom for the Cultural Resource Management program, an 18-workstation computer classroom, a reading room and a faculty/staff lounge. The foyer is designed to be used for display of visual and performance arts.

## THE HUMAN AND SOCIAL DEVELOPMENT BUILDING

a 7,900-square-metre, \$8,377,000 facility houses the Dean's office as well as offices for the Schools of Child and Youth Care, Health Information Science, Nursing, Public Administration, and Social Work. The building was completed in June, 1992. It consists of one three-storey and one four-storey wing and is designed to be wheelchair accessible. The building includes a 150-seat lecture theatre, four classrooms, three major computer labs, a central computer drop-in area, and five clinical observation laboratories with viewing rooms. Part of the fourth floor of the building is being used temporarily by the School of Business.

## THE LIBRARY AND COMPUTING SERVICES

**EXTENSION** will be a 10,000 square metre building designed to address a shortfall of space for UVic libraries and Computing Services. The building is expected to be ready for occupancy in summer 1997.

## THE ENGINEERING OFFICE WING

**OFFICE WING** was completed in December 1990. This five-storey, 3,760-square-metre facility provides approximately 100 offices for the Engineering faculty. The building also contains six seminar rooms.

**THE ENGINEERING/LABORATORY BUILDING**, with a total area of 11,350 square metres, is expected to be completed during the summer of 1995. The building will provide research facilities and undergraduate teaching space for the Faculty of Engineering, which will move from L Hut and the Petch Building.

**THE LABORATORY/OFFICE BUILDING** will have a total area of 10,300 square metres. It will address a shortfall in existing space for laboratories and science programs. Expected completion date is summer 1996.

## THE CLASSROOM/OFFICE BUILDING

**BUILDING** will have a total area of 10,100 square metres. It will address a shortfall of classroom and office space on campus, and is expected to be ready for occupancy in summer 1995.

## THE MACLAURIN BUILDING

will be renovated to include a hot food service facility and eating area. This renovation may see part of the existing courtyard enclosed by a new structure.

# Report: University of Victoria Task

*Following is the text of the report of the University of Victoria Task Force on Teaching Provost Dr. Sam Scully this past spring after four months of consultation,*

The Task Force was established in January 1992 as a joint initiative by the University administration and the Faculty Association. Its membership is as follows: Dr. Thomas R. Cleary (English) Chair, Dean James C. McDavid (Human and Social Development), Dr. Alexander Milton (Psychology), Dr. Antoinette Oberg (Communication & Social Foundations), Ms. Oona Padgham, Former President, UVic Student Society, Dr. Paul J. Romanuk (Biochemistry and Microbiology), Dr. Micaela Serra (Computer Science), Ms. Andrea Sigurdson (Graduate Student), Dr. Elizabeth Tumasonis (History in Art).

## ***It was given a dual mandate:***

(1) to inform itself about the present state of teaching at the University of Victoria and about the priority presently given to teaching in its various departments, programs and faculties, and

(2) to make recommendations on measures that might be taken to improve the quality of teaching on this campus, including changes to existing policies, conditions and practices that affect teaching, the evaluation of teaching success and the recognition and encouragement of excellence in teaching.

With a view to fulfilling this mandate, the Task Force has over the past four months received and discussed a broad range of information, opinion and suggestions for improvement. This has been gathered in a variety of forms: memoranda and briefs from deans, chairs, teachers, students and student organizations, a questionnaire sent to all of the more than 1700 persons involved in some aspect of teaching at the University, responses to advertisements in *The Ring* and *The Martlet*, a public forum, personal and group interviews, a survey of teaching priorities and practices at other universities. The recommendations offered below represent the best judgement of the Task Force regarding issues, problems and possible solutions, formed in the light of the information, opinion and suggestions for improvement available to it.

The recommendations reflect a broadly flexible, working definition of good teaching as "any activity that enhances learning," and a conviction that excellent teaching and impressive learning can take many forms and are equally important at all levels, though the teaching and learning process in our overcrowded and overstressed undergraduate programs seems to require the most supportive attention at present.

For the sake of clarity, the recommendations are divided into four categories, but it should be emphasized that they are closely interrelated and that their order does not necessarily reflect their relative importance.

The primary aim of this report is to encourage a concerted effort to improve the *quality* of teaching and learning at the University of Victoria.

Insofar as the recommendations relate to "policies"—principally the University's *Tenure Document* and "Salary Policy"—and "practices," they reflect the perception that discrepancies between policy and practice have negatively affected the priority and quality of teaching and learning on this campus, and the belief that there is room for

improvement both in the policies that affect teaching and in their implementation.

Insofar as they relate to "conditions," they reflect a concern that the conditions under which the teaching and learning process must be carried out are often far from ideal and may be worsening at present, and a belief that problems with the delivery of teaching support services and with library support require more extensive attention and action than the present Task Force has been able to provide or recommend.

The Task Force would like to thank the Office of the Vice-President Academic and Provost and the Faculty Association for their support, and Drs. A. Farquharson, W. Gordon and J. Greene for their essential and willing assistance.

## **Recommendations**

### **I. Current Conditions**

There is a broad consensus across the campus that the most pressing problems affecting teaching and learning are overcrowding and inadequate access to courses. These are the products of rising enrolments and insufficient funding. Teaching space, faculty workloads, teaching and laboratory support systems, equipment and supplies are seen to be seriously overstressed. The Task Force concurs with these views and recommends:

1. The maintenance of existing limitations on enrolment in faculties, departments and programs, and their future adjustment to reflect student needs and the capacities of such units to provide high quality instruction.
2. The rationalization of University admissions in view of the limitations recommended under I.1 above, and according to the capacity of units and the University as a whole to provide high quality instruction to those it admits.
3. Assigning primary priority in planning, budget allocation and fund-raising to the improvement of learning and teaching in existing programs, particularly undergraduate programs, as opposed to the establishment of new programs and major additions to existing programs.
4. A concerted effort to update classrooms, laboratories and equipment, with a view to enhancing the conditions for traditional or present modes of instruction, as well as innovative ones.

5. The establishment by the Vice-President Academic and Provost and the Vice-President Administration of a Task Force on the Delivery of Academic Support Services, with a broad mandate to address real and perceived inadequacies in the support of day-to-day teaching activities, and with an early reporting date.
6. The establishment by the Vice-President Academic of a Task Force on the Library with a broad mandate (see Appendix A) to assess and suggest means of dealing with existing and looming problems perceived or experienced by teachers and students.

### **II. Faculty Preparation and Development**

With a view to encouraging improved performance by both beginning and experienced teachers at the University, the Task Force recommends:

1. The development by departments of effective training and supervision systems for Teaching Assistants.
2. The establishment of a 1.5-unit, graduate-level course on teaching at university level, offered through the Faculty of Graduate Studies (possibly modelled upon the present ED B590—"Teaching and Learning in Higher Education"), which departments should be encouraged to accept as part of degree programs.
3. The establishment of a mandatory short course on teaching at university level for new faculty with limited teaching experience.
4. The establishment of an optional orientation session, with an academic-pedagogical emphasis, for experienced faculty who are new to the University of Victoria.
5. The establishment of procedures designed to assess teaching ability or potential as mandatory and important parts of the process of hiring at all levels in all departments and schools.
6. The establishment of a fund in support of teaching, comparable to the existing Internal Faculty Research Fund, to which faculty members could apply for support for teaching improvement projects.
7. An expanded mandate and budget for the Learning and Teaching Centre, sufficient to allow it, while continuing its present activities:
  - to assist in the implementation of recommendations I.1-5 above,
  - to provide the kinds of support departments may require to implement the recommendations in section III below,
  - to assist individual faculty members who wish to improve their teaching in the climate of enhanced attention to its importance that this report is intended to encourage.
8. The Study Leave policy should be amended to allow the granting of Study Leave for purposes of developing and improving teaching.

### **III. The Assessment and Recognition of Teaching Quality**

The evaluation and recognition of teaching seems to the Task Force both an essential and a sensitive area, as well as one in which there are at present real and widely perceived discrepancies between policies and practices. As means of lessening those discrepancies and encouraging both the enhancement of teaching quality at the University and the priority accorded to it, the Task Force recommends the following:

1. That each department be required to formulate policies and procedure for the evaluation of teaching performance, subject to the approval of its Dean and the Vice-President Academic and Provost, and with the assistance, if required, of the Learning and Teaching Centre.
2. These evaluation policies and procedures should be designed to serve two purposes: to encourage the improvement of teaching (formative evaluation), and to provide a clear and consistent basis (summative evaluation) for rewarding excellent teaching and assisting those whose teaching needs improvement.
3. A variety of means of evaluation should be used or considered in constructing such evaluation systems:
  - a. A mandatory minimum procedure should be the evaluation of the teaching in each course or course section by students. The instrument should be a well-designed, departmentally approved questionnaire, administered according to protocols which permanently guarantee student anonymity. (Exceptions and alternative procedures should be allowed in studio courses, directed reading courses and other individualized or very small courses where the use of a standard questionnaire would be inconsistent with the guarantee of anonymity.)
  - b. Some other methods which might be used, in concert with student evaluations by questionnaire, include: peer evaluation, self-evaluation, submission of course outlines and other teaching materials, interviews by Chairs or Directors, confidential exit interviews with graduating students, and surveys of alumni opinion.
  - c. Departments may wish to require more intensive than usual evaluation procedures for regular faculty during periods preceding such major personnel decisions as re-appointment and the awarding of tenure and promotion.
  - d. A section or sections should be added to the standard faculty *curriculum vitae* in which appropriate summaries of the results of evaluation procedures will be entered on an annual, cumulative basis.
5. Teaching performance (documented in the relevant sections of the *curriculum vitae* and by other appropriate means, and with a particular, but not exclusive emphasis on the last three teaching years) should be accorded equal weighting with research performance at all stages of decision-making processes regarding:
  - a. reappointment
  - b. the awarding of tenure
  - c. promotion to the Associate Professor
  - d. promotion to Professor
  - e. the awarding of CDI, RI1, and RI2 salary increments.
6. In order to allow the fair implementation of recommendation III.5.e above the University "Salary Policy" should be revised to allow for a three-year window for the evaluation of teaching performance, in line with the current pattern regarding research performance.
7. In order to allow the implementation of recommendation III.5.d above and to make the equal status of teaching and research a consistent pattern in the central statement of the academic values of the University of Victoria, the concluding sentence of section 3.6.a. of the *Tenure Document* should be altered. A suggested wording is as follows (additions italicized): "The rank of Professor shall be reserved for those who possess the experience and qualifications of the Associate Professor level, and in addition have demonstrated superior intellectual attainment *or effectiveness in teaching*, gained national or international recognition professionally, and shown outstanding scholarship *or outstanding teaching*, in the opinion of their colleagues."
8. Recommendations III.1-7, should be applied, where appropriate, to Senior

# Force on Teaching

*submitted to Vice-President Academic and investigation and deliberations by the Task Force.*

Instructors and those holding non-regular faculty appointments.

9. It should be the responsibility of chairs, deans and the Vice-President Academic and Provost to ensure that policies based on these recommendations are fully and consistently implemented in all areas and at all levels, and that units are given appropriate support in implementing them.

## IV. Fairness to Learners

The Task Force recommends that all teaching units be required to formulate and enforce policies on:

1. The provision of, and adherence to clear course outlines, including information upon the nature and weighting of written assignments and examinations, and upon the scheduling of assignments, tests and topics to be covered.

2. Grading practices, including respect for the confidentiality of student grades.

3. Maximum student workloads.

4. Faculty absences from scheduled classes, class cancellations and the scheduling and keeping of office hours.

## Appendix A: Proposal for a Task Force on the Library

**Committee Membership:** Representatives of appropriate faculty, student, librarian and library staff groups. The Task Force should report directly to the Vice-President Academic and Provost.

**Mandate:** To determine the present state of the Library particularly as it pertains to the support of teaching and research programs at the University. To identify problems as defined by faculty and student users, and to propose future directions for Library development that deal effectively with such problems. To accomplish this mandate, the committee should seek broad student and faculty input. It should also gather information from other academic institutions in North America of a size comparable to the University of Victoria.

## Suggested Points to be Investigated:

The investigation should include, but not be restricted to, the following points:

1. During the past 10-12 years, the Library has been subjected to a number of studies by on-campus committees and external consultants. The Task Force should review these past investigations, and the actions which resulted from them. How many of the current problems facing users of the Library have been identified previously and not been dealt with effectively?

2. What are the current policies (both University and internal Library policies) dealing with the Library? How well are they implemented? What are the mechanisms in place for reviewing existing policies and developing new policies?

3. How does the University administration arrive at funding figures for the Library? How is Library funding (both acquisitions and staffing) tied to increases in student enrolment and academic programs?

4. How does the Library use the money it receives from the administration? How are staffing levels determined? How is the acquisitions budget apportioned among disciplines and between types of material (e.g. monographs, serials, videos, audios)?

What policies have been developed to deal with rising journal costs?

5. Are public services at the Library being delivered effectively? Particular attention should be paid to circulation policies for monographs and journals (and how that compares to other libraries), reference resources and services, reserved reading materials, inter-library loan services.

6. Are technical services at the Library being carried out effectively? Particular attention should be paid to current practices for ongoing evaluation of the Library's collection, and collection development (i.e. how are decisions arrived at for determining what new material is acquired?).

7. How much of a space shortage is there at the Library? When will all space in McPherson revert to the library? How is the space shortage currently being addressed (e.g. compact storage, warehousing, collection weeding)? Is the University at, or soon to be at, a size that requires "satellite" libraries: e.g. a Humanities Library or a Science and Engineering Library? What plans currently exist for new library buildings?

8. How has the new copyright law affected Library services like Inter-Library Loans, and the Reserved Reading Room? What steps has the Library taken to facilitate payment of copyright clearance fees, in order to eliminate these problems?

9. How does the Library evaluate its performance, and how often does it do evaluations? How is evaluation data collected from users (both faculty and students) and how is it used? How are usage statistics (e.g. of reference materials, journals) collected, and how are they used?

## UVTP shows

Ten  
Days in  
August,  
1994



A new video produced by University of Victoria Television Productions explains UVic's role in helping to host the 1994 Victoria Commonwealth Games.

The five-minute video, entitled *Ten Days in August 1994*, was directed by local freelance television producer Greg Moraes. The video is available for general viewing free of charge by calling McPherson Library's Film Centre at 721-8287.

UVic will be the site of the Games' opening and closing ceremonies, the athletics events, the badminton competitions and the Athletes' Village. The video features an interview with UVic Campus Planning Director Gerry Robson, who describes planned and current construction projects on campus to prepare for the Games. Maltwood Art Museum and Gallery Director Martin Segger speaks about the cultural aspects of "The Friendly Games" and some of the cultural activities and art exhibits being planned at the University.

## On teaching at UVic in the 1990s

*To help promote emphasis on teaching, The Ring is continuing to run a series of essays on teaching. The series was initiated by Dr. Samuel Scully, Vice-President Academic and Provost. Submissions from faculty members who wish to express their views on teaching are welcome. Please limit your submission to between 250 and 550 words.*

BY BRAM C. GOLDWATER AND LOREN E. ACKER, DEPARTMENT OF PSYCHOLOGY

It has been gratifying to see the concern about teaching that our colleagues have expressed in this column. We have been disappointed, however, at the degree to which previous writers have endorsed the lecture model of university instruction. For it is too often the instructor, rather than the student, who is most intellectually active during the conventional lecture. As at least one faculty member has pointed out in this column, the challenge of clearly organizing and presenting material to a class of students can fine tune the lecturer's understanding of his or her subject matter. The benefits for the student, however, are disproportionately small. It is true that an unusually spirited lecturer may kindle a student's interest in an area, and class discussions may be of some benefit to those students who actually get involved in them. But what students learn ultimately depends on their own scholarly activity, most particularly their careful reading and studying of assigned books and papers. And the traditional lecture, aside from being an inefficient means of conveying information, demands little of the student beyond passively recording as much as possible of what the lecturer says — hopefully to study and learn at some later time.

The lecture model of instruction entirely neglects the powerful role that the instructor may play in helping the student to manage his or her own learning activity. New technologies of instruction have produced dramatic improvements in students' learning by arranging contingencies which increase the degree and/or effectiveness of their studying. Computer assisted instruction (CAI) is one such approach. In its ideal form, CAI takes advantage of the unique capacity of the

computer to prompt, evaluate, and provide feedback for the student on an individual basis. Our own UVic CAI Users Group, organized by Joe Parsons, has shared a number of CAI applications over the last few years. Another extremely successful approach has been the personalized system of instruction (PSI), in which the instructor plays the role of educational manager. Materials are organized and presented in small units and, through a system of frequent testing, learned to a criterion of mastery, course grades being based on the number of units mastered. PSI and other mastery systems have repeatedly been shown to produce better learning, better long-term retention, and happier students.

These approaches to teaching can require a different kind, and a greater degree, of effort on the part of the instructor, but the gains in student learning are well worth it. Our own experience applying a mastery learning system in our introductory psychology class confirmed all these expectations. Unfortunately, although our students appreciated our efforts, we found little comparable support from our colleagues or administration, perhaps one reason why we have not repeated the attempt since. We have developed CAI programs, and continue to explore methods for encouraging greater amounts of individual student learning activities inside and outside the classroom. Our assumption is that students learn to do what they actively spend time doing or preparing to do. Our greatest responsibility as instructors should therefore be to create environments and conditions which rigorously promote student doing for student learning.



Fall crocus, *Colchicum autumnale*, are in bloom in several locations on campus.

## What's Blooming at UVic?

The following plants are in bloom in the University of Victoria Finnerty Gardens, located adjacent to the Interfaith Chapel.

Hydrangea, hardy fuchsia and potentilla continue to bloom, as well as the tall evergreen shrub *Eucryphia*, with its fragrant white blooms and the *Lycesteria formosa* (false fuchsia), with its white and red fuchsia-like blooms.

A Silk Tree, *Albizia julibrissin*, has very unusual pink, fluffy flowers, which look like pin-cushions, on ferny-leaf branches.

The Scotch heathers, *Calluna vulgaris*, with their spikes of ball-shaped rosy pink flowers, are also blooming now.

The tuberous perennials, fall cyclamen, are coming out of their summer rest, showing their white and pink flowers that resemble shooting stars.

# Calendar

ALL EVENTS ARE FREE UNLESS OTHERWISE INDICATED. SUBMISSION DEADLINE FOR THE NEXT ISSUE IS SEPT. 11.

**A ATHLETICS E EXHIBITIONS F FILMS L LECTURES M MUSIC R RECREATION**

**T THEATRE W WORKSHOPS & CONFERENCES O OTHER**

## Continuing

O Every Wednesday from 11 a.m. to 2:00 p.m. in the University Centre foyer, the SUB Green Plan Committee of the UVic Students' Society is collecting plain and coloured cardboard and plastics marked with a 1 or 2 (inside the recycling symbol) for recycling. As well as the weekly collection, these items, along with plain and coloured bond paper and newsprint, are accepted on an ongoing basis in the UVSS Resource Centre, room 135 in the SUB. Info 721-8368 or 8629.

O 4:00 p.m. Islamic Teaching Series. Last Sunday of every month. Interfaith Chapel, University of Victoria.

## Friday, Sept. 4

O Student Library Card Confirmation at Coatcheck. University Centre Foyer.

L 10:00 a.m. *Hekate in Early Greek Religion*. Robert Von Rudloff, M.A. Candidate. Thesis presentation. Clearihue B415. (Classics).

F 7:20 & 9:00 p.m. *Cannes Festival of Humour* (France, 1990) Various. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

## Saturday, Sept. 5

M 8:30 p.m. Michelle Shocked Concert. \$19-\$21 at University Centre, Hillside & McPherson box offices. University Centre Auditorium. Info 385-5333.

F 7:20 & 9:00 p.m. *Cannes Festival of Humour* (France, 1990) Various. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

## Tuesday, Sept. 8

O Welcome Wagon. To September 11. University Centre Foyer.

O Student Library Card Confirmation at Coatcheck. To September 11. University Centre Foyer.

O Student Registration Confirmation. To September 11. University Centre Foyer.

E 10:00 a.m. *Green By Post*. Images of environmentalism in Commonwealth postage stamps. To October 18. Maltwood Art Museum & Gallery. University Centre Bldg. Info 721-8298.

F 7:10 & 10:00 p.m. *Apocalypse Now* (USA, 1979) Francis Ford Coppola. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

## Wednesday, Sept. 9

O Bookstore Returns. To September 15. University Centre Foyer.

O Native Student Union Table. To September 11. University Centre Foyer.

F 7:00 & 9:20 p.m. *Thunderheart* (USA, 1992) Michael Apted. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

## Thursday, Sept. 10

F 7:10 & 9:20 p.m. *Highway 61* (Canada, 1991) Bruce McDonald. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

## Friday, Sept. 11

L 7:00 p.m. *Perfect Health: The Complete Mind/Body Guide*. Deepak Chopra, M.D. Lecture (Sponsored by the Victoria Centre for Self-Awareness). \$30 at The Higher Shelf Bookstore, Hillside,

McPherson & University box offices. University Centre Auditorium. Info 721-0809.

F 2:30 & 7:10 & 9:20 p.m. *Sister Act* (USA, 1992) Emile Ardolino. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

F 11:20 p.m. *Wayne's World* (USA, 1992) Penelope Spheeris. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

## Saturday, Sept. 12

F 2:30 & 7:10 & 9:20 p.m. *Sister Act* (USA, 1992) Emile Ardolino. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

M 8:00 p.m. *Faculty Recital*. Susan Young, soprano, Anthony Booker, piano. \$5-\$8. Phillip T. Young Recital Hall. Info 721-7903.

F 11:20 p.m. *Wayne's World* (USA, 1992) Penelope Spheeris. \$3.75-\$5.75 at door. SUB Theatre. Info 721-7486.

## Sunday, Sept. 13

F 7:00 & 9:35 p.m. *Madame Bovary* (France, 1991) Claude Chabrol. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

## Monday, Sept. 14

O Student Library Card Confirmation at Coatcheck. To September 18. University Centre Foyer.

O IBM Computer Display. To September 15. University Centre Foyer.

L 2:30 p.m. *Prerequisites for Democracy*. Dr. Bernard Grofman, U. of California - Irvine. Lecture (Political Science). Info 721-7486.

L 3:00 p.m. *Propagation of Long Radio Waves in the Earth Iono-sphere Space*. Dr. James Wait,

University of Arizona. Lansdowne Lecture. (Electrical & Computer Engineering). Engineering Office Wing 430. Info 721-8614.

F 7:15 & 9:00 p.m. *Beauty and the Beast* (USA, 1991) Gary Groudsdale & Kirk Wise. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

## Tuesday, Sept. 15

F 7:00 & 9:15 p.m. *M.A.S.H.* (USA, 1970) Robert Altman. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

L 8:00 p.m. *Celebrating the 2500th Anniversary of the Birth of Democracy: The Reforms of Kleisthenes, Athens 508-507 B.C.* Dr. Bernard Grofman, University of California-Irvine. Lansdowne Lecture. (Political Science). Human and Social Development Building A240. Info 721-7486.

## Wednesday, Sept. 16

O Crime Prevention Display. University Centre Foyer.

L 3:00 p.m. *Transient EM Waves in Applied Geophysics*. Dr. James Wait, University of Arizona. Lansdowne Lecture. (Electrical & Computer Engineering). Engineering Office Wing 430. Info 721-8614.

F 7:15 & 9:20 p.m. *Slacker* (USA, 1990) Richard Linklater. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

L 8:00 p.m. *The Decline of the KGB and the End of the Soviet Union: New Evidence from the KGB Files*. Dr. Christopher Andrew, Reader in Modern and Contemporary History, University of Cambridge. Lecture (Sponsored by the University of Victoria and Royal Roads Military College). Begbie 159. Info 721-7968.

## Thursday, Sept. 17

O Clubs Day. University Centre Foyer.

F 7:15 & 9:20 p.m. *Slacker* (USA, 1990) Richard Linklater. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

## Friday, Sept. 18

M 12:30 p.m. *Fridaymusic*. Phillip T. Young Recital Hall. Info 721-7903.

F 2:30 & 7:00 & 9:25 p.m. *Patriot Games* (USA, 1992) Philip Noyce. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

F 11:40 p.m. *The Addams Family* (USA, 1991) Barry Sonnenfeld. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

## Saturday, Sept. 19

F 2:30 & 7:00 & 9:25 p.m. *Patriot Games* (USA, 1992) Philip Noyce. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

L 7:00 p.m. *Disintegration of Yugoslavia: Causes and Consequences*. Dr. Leonard Cohen. Human and Social Development Building, Room 240. Sponsored by Croatia Research Group, Pacific and Maritime Strategic Studies Group, and Slavonic Studies Department.

O 8:00 p.m. Old-time Country Dance. Yvonne Thompson calling. \$4.50-\$6 at door. SUB Upper Lounge. Info 386-4708 or 479-4568.

F 11:40 p.m. *The Addams Family* (USA, 1991) Barry Sonnenfeld. \$3.75-\$5.75 at door. SUB Theatre. Info 721-8365.

## Athletics complex sets fall schedule

The UVic Gordon Head Complex will offer returning students, as well as faculty and staff members, increased service this fall in its Gordon Head Road facility.

Drop-in hours at the complex are 7:30 a.m. to 10:00 p.m. Monday to Friday and 10:00 a.m. to 8:30 p.m. Saturday, Sunday and holidays for basketball, volleyball, badminton, racquetball, squash and tennis. Racquet sport courts may be booked 24 hours in advance by calling 721-3811.

The fitness and weight rooms are open from 10:00 a.m. to 10:00 p.m. Monday to Friday and from 10:00 a.m. to 6:00 p.m. Saturday and Sunday. Equipment includes free weights, closed circuit, hydra gym, stationary

bicycles, rowing ergometers and stair climbers. A staff member is on hand during operating hours to provide information and assistance.

The outdoor pool will remain open until Oct. 12 with morning, noon hour, afternoon and evening swim sessions Monday through Sunday.

The Complex's ice rink is open for drop-in hockey, skating and ringette and for UVic family skates on Saturday and Sunday afternoon. Complete schedule information is available by calling 721-3811 or by picking up an Athletic and Recreational Services printed schedule for both the McKinnon Complex and the UVic Gordon Head Complex at either building. Schedules are subject to change.

## UVic to remember Concordia victims

A memorial service for the three faculty members killed Aug. 24 at Montreal's Concordia University will be held in UVic's Interfaith Chapel Sept. 10 at 12:00 noon. Sam Lucier and Henri Lock of UVic's Interfaith Chaplaincy Team will officiate at the service. UVic's ceremony will be held the same day as Concordia's own memorial service. All are welcome.

## Espionage expert to speak

"The Decline of the KGB and the End of the Soviet Union: New Evidence from the KGB Files" will be the topic as Dr.

Christopher Andrew delivers a free public lecture Wednesday Sept. 16 at 8:00 p.m. in Begbie 159. Andrew is Reader in Modern and Contemporary History at the University of Cambridge and Fellow of Corpus Christi College. He is one of the world's foremost historians of espionage and intelligence operations and has written several books, including *Secret*

Service: *The Making of the British Intelligence Community and KGB: The Inside Story of its Foreign Operations from Lenin to Gorbachev*. He has been the presenter on several British television specials on espionage topics and recently covered the KGB trials for the BBC. His lecture is sponsored by UVic and Royal Roads Military College and presented in collaboration with the Royal United Services Institute and the Canadian Institute of International Affairs, Victoria Chapter.

## Correction

Kathleen Lane (History in Art), one of seven UVic students to receive Social Sciences and Humanities Research Council of Canada Doctoral and Postdoctoral Fellowships this year, is starting her doctoral studies at the University of East Anglia in England, not at the University of Western Ontario as reported in the Aug. 14 *Ring*.